



Hiring Timeline

Posted: June 11th

Application Deadline: Open until filled

Interviews: TBD

Follow-up Interviews and Site Visits: TBD

Recommendation to the Board: TBD

Terms of Employment

Contract Length
260 Days

2024-25 Salary Range
\$119,303 - \$146,155

Benefits
Robust health benefits
PERS Pick-up
Paid Sick, Vacation & Holidays

Start Date
TBD

For more information, contact

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Job description and application can be found on our web site

www.silverfallsschools.org



SILVER FALLS
SCHOOL DISTRICT
MOVING FORWARD... TOGETHER



Experienced educational leaders sought for the position of

Assistant Superintendent in charge of HR

Mission

Together... cultivating character and academic growth in each student. Every day.

Vision

Graduating 100% of our students to improve the world.

Core Values

- Student engagement resulting in maximum individual achievement.
- Professional excellence.
- A culture of integrity, respect and service.
- Unique schools within our communities.

Welcome

Thank you for your interest in Silver Falls School District. We are seeking an experienced educational leader to provide vision and leadership as our Director of Human Resources.

The teaching staff of Silver Falls School District is a wonderful mix of seasoned veteran teachers, those relatively new to the profession, and many in the middle of their careers. Our district prides itself on a high teacher retention rate. Many teachers spend their entire career in Silver Falls School District. The district maintains a supportive environment fostering growth and development opportunities for both new and experienced teachers and administrators. The district embraces the use of **Professional Learning Communities** by making them a major component of curricular, instructional, and staff development. Silver Falls School District is the **highest performing district in Marion County** and was identified in 2018 as the **seventh best school district in Oregon by Niche.com**

In the center of the district is the city of Silverton, 14 miles northeast of Salem. The district serves many small communities as well as the city of Scotts Mills. It encompasses the beautifully scenic Silver Falls State Park and the Oregon Garden, and is less than two hours from both the Oregon Coast and the recreation areas of the Cascade Mountains.

SFSD At-a-Glance

- Approximately 3700 students
- 250 Square Miles across Marion & Clackamas Counties
- Thirteen Schools
 - Nine K-8 Elementary schools, including 2 Charter
 - Two K-5 Elementary schools
 - One 6-8 Middle school
 - One 9-12 High school



Our ideal candidate is...

An Experienced Leader...

Demonstrated successful leadership as a classroom teacher and building principal.

Knowledge and experience in:

- Personnel recruitment, selection development, and socialization.
- Contract administration and collective bargaining.
- Employee and student investigation techniques.
- Employee supervision and evaluation. Workers' Compensation, ADA, FMLA/OFLA and leave administration.

An Educational/Organizational Expert...

Deep Understanding of Human Resources as applied to:

- Educational programs
- TSPC licensing and Highly Qualified requirements.
- School finance and budgeting.
- Interpretation and application of policy, state/federal law and collective bargaining in human resource decisions

Extremely well organized

Experience in a wide variety of educational settings.

Experience working with a diverse community and student population.

A Communication Pro...

Able to communicate effectively with all stakeholders.

Demonstrated ability to maintain respectful “two-way” relationship with licensed and classified associations.

Excellent verbal and written communication skills with diverse populations (*Bilingual in Spanish or Russian a plus*).

Demonstrated active listening and conscious communication skills.

Someone with High Personal Expectations and Integrity...

Demonstrates a high level of honesty, integrity and fairness.

Possesses a good sense of humor and a positive attitude.

Demonstrates a welcoming, participative or servant leadership style with a collaborative approach to working with others.

Willing to think outside the box.

A high-energy, enthusiastic leader with a bright mind, and demonstrated firmness tempered with compassion.

And has our must-have Qualifications.

Possess or qualify for an Oregon Professional Administrator License.

Training and experience in group processing and collaborative decision making, including active involvement in Professional Learning Communities.

Preference given to candidates with experience in district-level personnel matters, processes and decisions.